

Office of the President

April 27, 2006

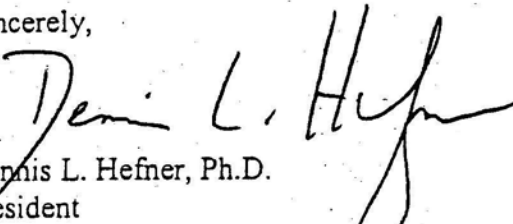
Dr. Stephen P. Kershner
Philosophy
2101 Fenton Hall

Dear Dr. Kershner:

I regret to inform you that your request for early promotion to Professor has been denied.

Your teaching has been described as excellent and the number of publications is sufficient. However, the poor quality of your performance in the area of service is inadequate for promotion to Professor, much less for *early* promotion. One item listed as positive in your submission, membership on the Student Judicial Board, was actually a negative, as you were disruptive and a non-helpful participant. Requests were made that you not be reappointed. Additionally, your deliberate and repeated public misrepresentation of campus policies and procedures (e.g. student conduct code, affirmative action, admissions) to the media has impugned the reputation of SUNY Fredonia. You have clearly failed to make the distinction between presenting opinions and making false representations, which reflect poorly on the quality of your service to this university. You are encouraged to discuss and develop corrective actions with your Department Chair, Dean and Vice President.

Sincerely,



Dennis L. Hefner, Ph.D.
President

DLH:ds/c

c: Vice President Virginia S. Horvath
Dean Paul Schwartz
Chair Raymond Belliotti
Director of Human Resources Michael D. Daley

Where
Success
is a
Tradition